

## **Governor's Work Ethic Certificate Grant Application Frequently Asked Questions**

- 1) Do corporations need to apply for grant funding to participate in the Governor's WEC program?**
  - a. No. If a corporation would like to develop and implement the Governor's WEC program during the same timeframe or beyond, they will simply need to submit their program to the SWIC for approval. The SWIC application process is currently under development, scheduled to be adopted at the November meeting of the SWIC.
- 2) Please further explain "consortium of corporations."**
  - a. A consortium of corporations could include neighboring schools in the same county, or bordering counties. This would allow businesses within a relatively small or shared geographical area to support multiple corporations. One school corporation would be identified as the fiscal agent for the purposes of receiving grant funding and submitting expense information to the Department of Workforce Development.
- 3) Please further explain what information is requested for "existing employer partnerships."**
  - a. Employer partnerships are key to the success of WEC program, as a WEC is only beneficial to students if local employers value it. To that end, it will be helpful in the planning phase, if schools leverage pre-existing employer partnerships. If a school corporation has any current programs (including academic, athletics, extracurricular or co-curricular programs) that currently partner with employers, they are strongly encouraged to reach out to these employers to leverage their partnership in the formation of the Work Ethic Certificate Advisory Council. For example, employers who have previously served as guest speakers in a classroom or hosted a work based learning opportunity for students, could be asked to participate as part of the Governor's WEC Advisory Council. This would be an example of leveraging existing employer partnerships.
- 4) The grant application states "Funding for FTE is discouraged." What does this mean?**
  - a. While funding for staff is an allowable expense, funding a full-time employee is discouraged due to the limited timeframe of the grant funding (18 months) and goal of sustainability within the corporation and community. However, if a school corporation wishes to include funding a stipend for existing staff as compensation for increased job duties due to the WEC program, that would be considered an allowable expense.
- 5) Can grant funding provide student counseling or instruction?**
  - a. No. Due to the limitations included in the source of funds, the Workforce Innovation and Opportunity Act, funds cannot be used to provide direct counseling or instruction to students. Funds can provide outreach and informational activities to students, parents, teachers, employers and other community organizations.

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**6) Do school corporations and communities have the ability to customize required criteria?**

- a. There is flexibility to customize the required criteria (employability skills) per the State Workforce Innovation Council (SWIC) application process\*. For example, if local employers state that a 99% attendance rate (vs. the required 98%) is preferred, the participating corporation(s) could request approval of this change from the SWIC. If lesser requirements were desired by the Governor's WEC Advisory Council, this would also follow the SWIC application process for consideration.

\*The SWIC application process is scheduled to be adopted at the November 17 meeting of the SWIC. At that time, schools will be able to submit their WEC program for approval.

**7) Will participating employers have the ability to customize their "incentives" offered to student participants?**

- a. Yes. One of the goals of engaging employers in the WEC Advisory Council is creating lasting partnerships to assist in the supply of qualified and enthusiastic young workers for local employers. The Governor's WEC Implementation Guide includes documents to help guide conversations with employers on possible incentives that could be provided for students once they have earned the Governor's WEC. These incentives range from a guaranteed interview to a monetary bonus after two (2) years of employment for youth possessing the Governor's WEC. Participating employers can choose from a menu of incentives or create their own. All incentives will need to be tracked and reported to DWD.

**8) Can programs that are already planning or implementing a WEC program still apply for grant funding?**

- a. Yes. These programs should include their current status of planning and implementation in their grant application.